

“Gender Wage Gap in Indian Labour Market”

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Abstract

Gender diversity and its consequences in relation to work and economy are much discussed topics in India today. Women constitute almost half of the population of India that is 48% according to census of 2011 and thus of its potential labour force. Though the government of India has taken various measures to prevent discrimination against women workers still there is a wide gender pay gap. This paper is made with doctrinal research methodology. In this paper I will talk about the gender pay gap in India and why it happens? what is the reason behind this gender pay gap? Why people with same education qualification and experience have difference in their salary. what problems women face in an organized sector of Indian labour market

To survive in an ever changing world, in terms of political, economical, social, technological, environmental and legal aspects is the challenge of each passing day. Moreover, to be able to subsist in a dynamic environment, there is a need for a new mind-set that can discard old prejudiced and inertia, and accept new ideas and solutions.

The paper talks about the payment gap by integrating labour market performance with that of family decision making practice. We conjecture that women from patriarchal families are earning less than men as they are likely to face more severe participation constraint. Women sacrificing their career growth for household duties are more likely to come from families with stronger patriarchal values.

INTRODUCTION

The issue of gender discrimination in labour market in the form of gender wage gap and low labour force participation for women is a well researched area in labour economics. Unlike the dominant trend in the literature, which explains the gender issue in labour market in terms of prejudiced by the employers leading to discrimination, in this paper we try to capture the payment gap by integrating labour market labour market participation pattern with that of family decision making process.

The next form of gender discrimination is the sorting of male and female workforce into “male jobs” and “female jobs”, i.e.¹ occupational segregation, where female are more concentrated in the low paying jobs. Anker (1998) estimated the concentration of women in nine

¹ www.google.co.in/sukanyasarkhel.pdf

comparable female jobs in different country in the world . for India they have found nursing has maximum feminization of 93% and in teaching 28% , maid and house keeping 53.2%, tailoring 11% has moderate amount of feminization.

Similarly there are are some masculine jobs with higher concentration of mail workers like civil engineers, pilots,drivers,etc. even though all these forms characterize gender based discrimination, each of them is caused by different stimuls and therefore, needs different institutional treatment.

Given that we cannot directly observe employers attitude towards women and subsequent discrimination, usually gender wage discrimination measure by measuring the occupation specific wage diffrenciate between men and women which can not be explained by any of observable such as education , experience etc. measuring discrimination is an empyreal challenge because existence of gender wage gap does not necessarily indicates gender discrimination and cultural baised against women.

Gender wage gap is a gap between the salary of two person from different gender holding same degree, same qualification and same working experience. If two people are equally qualified and working on a same post in an organization then why there is a difference between their salary? Why they both can not get the same amount in their family? Why always a women gets less wages than a man? This is just because of our society , this is just because we expect more from women, this is just because a women has responsibilities of handling their house and they has to take care of their children, this is just because a women can not do the work till 03:00am , this is just because a women can not be in the office till late at night.

A women is a mother, a wife, a daughter and a daughter in law she was expecyed to take care of the family , she was expected to give food and necessary thing to the family this is the main reason why people thinks that she can not contribute her full efforts for the her work of her office . she manages the responsibility of her home and office both. But a man only contributes to his office work so people think that he can easily give his best to his work because he dose not has to take care of his family and he can work till late in the office can come tooffice any time even at midnight too.

HISTORY OF GENDER WAGE GAP

In earlier times women are considered to have less strength than men. Women are always considered to be weak and needs support of a man to grow and to lead her life comfortably, at that time when women works as a labour they were given less wages as compare to a man because they think that a women can not do the work with same strength as a man and she should be paid less.

POSSIBLE REASONS FOR GANDER WAGE GAP

1. **DIRECT LABOUR MARKET DISCRIMINATION** : ²people with same skills, education, knowledge and working experience are treated differently only because of gender,i.e., they are paid different wages for same work or there are different jobs require at the same pay level.
2. **Occupational segregation** : women are preferred for low paying jobs like secretaries, teachers, nurses, etc, and even within these jobs they are paid less than their male counterparts.
3. **Undervaluation of womens work**: womens are always expected to do more work .
4. ³**The selection effect** :women are ofen not given choice of certain type of employment , but in most case , it is employers who favour men workers over women workers.
5. **BARGAINING POWER** :Lack of bargaining power in labour market, because of genderr division of work, hence women are forced to take up low paing jobs.
6. **REQUIREMENT AND DUTIES OF PARTENTHOOD** : it may lead to gender bais in employment and as a result occurrence of gender wage gap. With motherhood duties,women often prefer to take part time jobs or even consider a career break.
7. **ENTRY BARRIERS**:⁴ women are also face with entry barriers to the labour market , which affects their income growth and promotion prospects.
8. **RETURN TO LABOUR MARKET AFTER A CAREER BREAK**: women are often offered lower wages compared to their male colleagues and there is no guarantee of an equivalent position in the organization after their maternity leave.
9. **WOMEN WITH NO CHILDREEN** : women belong to this category are not first choice of employers , since they are looked as a potential mother.
10. **UNMARRIED WOMEN**:⁵ often are refused job prospects because the chances of them quitting jobs on account of their marriage and wanting to relocate with spouse or may even take time off marriage ceremonies are higher compared to men.
11. **SOCIAL FABRIC**: unfavorable social interaction on the job can lead to decreased efficiency at work. In Indian society , some male workers may become disgruntled when obligated to work with or take orders form women . therefore , for the intrest of productivity and profits, employers may decide to segregate men employees and women employes on the job.
12. **PRECONCEIVED NOTIONS ABOUT WOMENS PRODUCTIVITY**: women are often not the first choice for promotion to higher position in the occupational hierarchy, since

² https://inequality.stanford.edu/sites/default/files/media/_media/pdf/key_issues/gender_research.pdf

³ https://inequality.stanford.edu/sites/default/files/media/_media/pdf/key_issues/gender_research.pdf

⁴ <http://www.nber.org/papers/w5664>

⁵ <https://feminisminIndia.com/2017/11/20/gender-pay-gap/>

they are thought to be less productive . this may result in most women crowding at the lower end of the occupational hierarchy.

WHAT IS THE MAIN REASON BEHIND GENDER PAY GAPE

In my point of view SOCIETY in the main reason behind this gender pay gap system because our society sees a women with the role of a mother , a mother who performs all her duties and responsibilities without demanding anything. According to my point of view our indan society thinks that women are maid to do work without any demand in return. A person sees a lady doing everything for him and for hole family without any complain or demand makes a mindset that a women is to surve without demanding anything in return , so they always expects the women to do work in less wages they always expect a gratituous behavior of a women in the office as she behaves in her home with her family.

There are many barriers from a society for a working women as society thinks that if she is working late in the office so there must be something wrong she is doing they do not understand that it may be demand of her work. May be she is doing the work which need a lot of effors and time, may be she doing the work for the people residing out of the country and can contact them late at night. The society just have a mindset that if a women is out of the home after 8 then she is not in a good profesion or she is doing something wrong. This make the women restricted to do her work till late and she cannot give her hole participation in her offie work.

The society thinks that it is a duty of a women to look after her family and provide food to the family. Without a women no household work can be done this is the biggest reason why the women can not give her 100% to her work because she has to manage both her family and her office both equally.if anything happens to a family member it is important for a women to take leave but not for a man this makes an employer to think that if he hires a man he will in profit because he can take his 100% in the office task but if hires a women he has to give her leave he can not make her stay in the office till late at night , he an not call her in the office any time.

This make think the employer that if he can not take work from a women as much as he can take from a man then why should he give equally wages to a women as a man. Society is the biggest bareer for a working women in India. And it leads to gender wage gap.

WHAT CAN BE DONE TO CLOSE THE GENDER WAGE GAP

⁶ Companies need to actively invest in training the staff that can sensitize people to the issue of the gender pay gap and how our conditioning and biases can influence it. Active consideration should be made to consider women for leadership role.

⁶ <https://feminisminIndia.com/2017/11/20/gender-pay-gap/>